FUNDAMENTAL INTERPERSONAL RELATIONS ORIENTATION

REVEALING THE MAGIC

Presented by
3WIRE Consulting
Group

Levels Of Truth

LEVEL	Statement	Example	Skill Required
-1	Self-Deception	I am not aware	I choose not to let myself know.
0	Withholding (Silence)	I will not tell you	I sense something important and do not express it.
1	“You are…	… A Jerk”	Willing to express self.
2	“Toward you I feel …	…Dislike”	Aware of my Feelings
3	”Because you…	… Don’t always answer my calls”	Make connections, aware of the basis of my feelings.
4	“I think you feel I…	… am Insignificant”	Aware of what I sense from others.
5	“I fear I…	… am Insignificant”	I recognize my FEARS about myself.

Some things you may be thinking about…

Others

Yourself

If I want to understand what **IS**, and learn how to change what I want to change, then some questions I want to answer are:

- How do I act toward people?
- How do people act toward me?
- How are you and I alike?
- How do we differ?
- How can I better understand my behavior?
- How can I understand you better?

I am **not** concerned with:

- Evaluating myself
- What is good or bad
- Blaming myself for anything

I **am** concerned with:

- What **is**
- How to change what I want to change

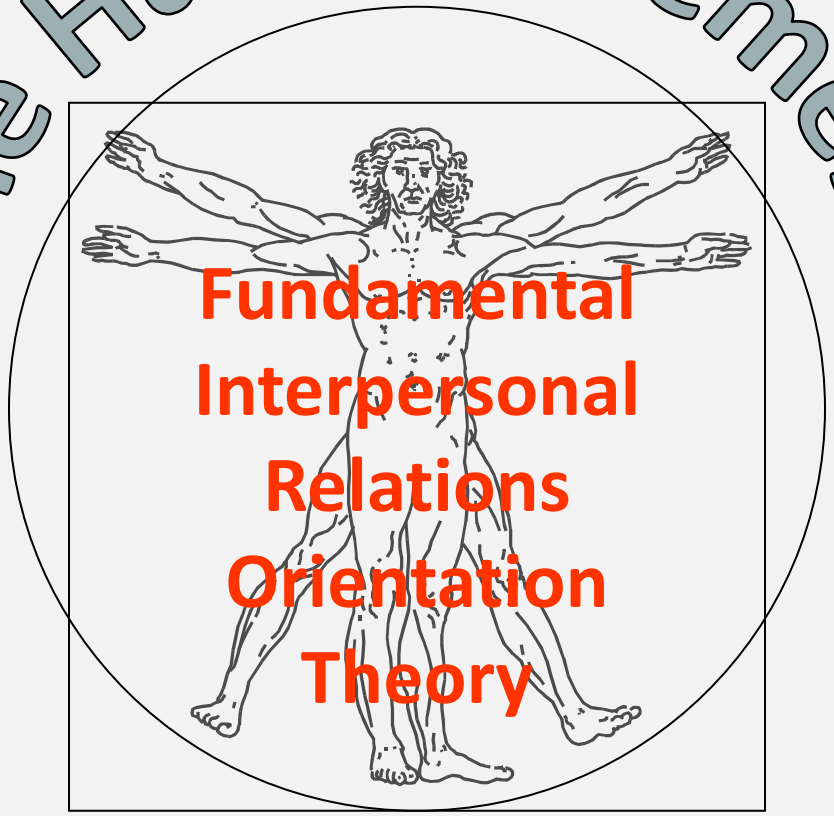
From Your Perspective

- You do not pay close enough attention to me.
- You idealize me and see only the positive side of me.
- You do not like me and see mainly the negative side of me.
- You are not like me, and you have no experience with and little insight into people like me.

From My Perspective

- I am not aware of myself, and I do not see myself as clearly as other people see me.
- I am a complex person, and it is difficult for people to figure me out.
- I am deliberately opaque.
- I do not want people to know me as I really am.

The Human Element



Understanding what “IS”

Understanding what “IS”

1. It is all about *ME*
2. Then it is about *ME and YOU*
3. Then it is about *US*

Understanding what “IS”

- Recognizing *my* Primary *Concern* as a Group Member
- How do *I* communicate *Communication*
- What are *my* true *Commitments*
- What am *I* *Feeling*
- What is *my* *Fear*

INCLUSION

Concerned with “In” / “Out”

- Want to establish a satisfactory relationship with people based on mutual interest
- Refers to associations between people
- Identity – Am I identifiable from other people
- What aspect of me are others interested in?

INCLUSION

ISSUE	CHARACTERIZED BY:
What's going on?	Safe topics of conversation War stories
Are people going to accept me?	Checking out others
Who are the others in this group?	Checking out the trainers
What are my/others' roles?	Checking out leaders Requesting specific instructions
Is my input accepted?	Withdrawing
Is my input ignored?	Overtalking
What are my boundaries?	Exhibitionism
What are the boundaries of others?	Following others Questioning norms and goals
	"I'm bored"
	"I'm interested"
How can I do things right?	"I'm uncomfortable"
	Saying "good-bye" and re-entry (closing) out group activities

CONTROL

Concerned with
“Top” / “Bottom”

- Want to establish and maintain a satisfactory relationship with respect to control and power.
- Refers to the decision-making process between people
- Control behavior frequently exhibited through group tasks.

CONTROL

ISSUE	CHARACTERIZED BY:
Who is the leader? Who's really running the show?	Leadership/power struggles Challenging/criticizing the leader Boasting
Are my needs being met?	Sub-grouping Influencing others to form a power base
Is my input important?	Attacking others Red-crossing
How much responsibility do I have? How much influence do I have? How can I do things my way?	Capitulating Emphasis on task accomplishment Electing the senior person Electing the least influential person

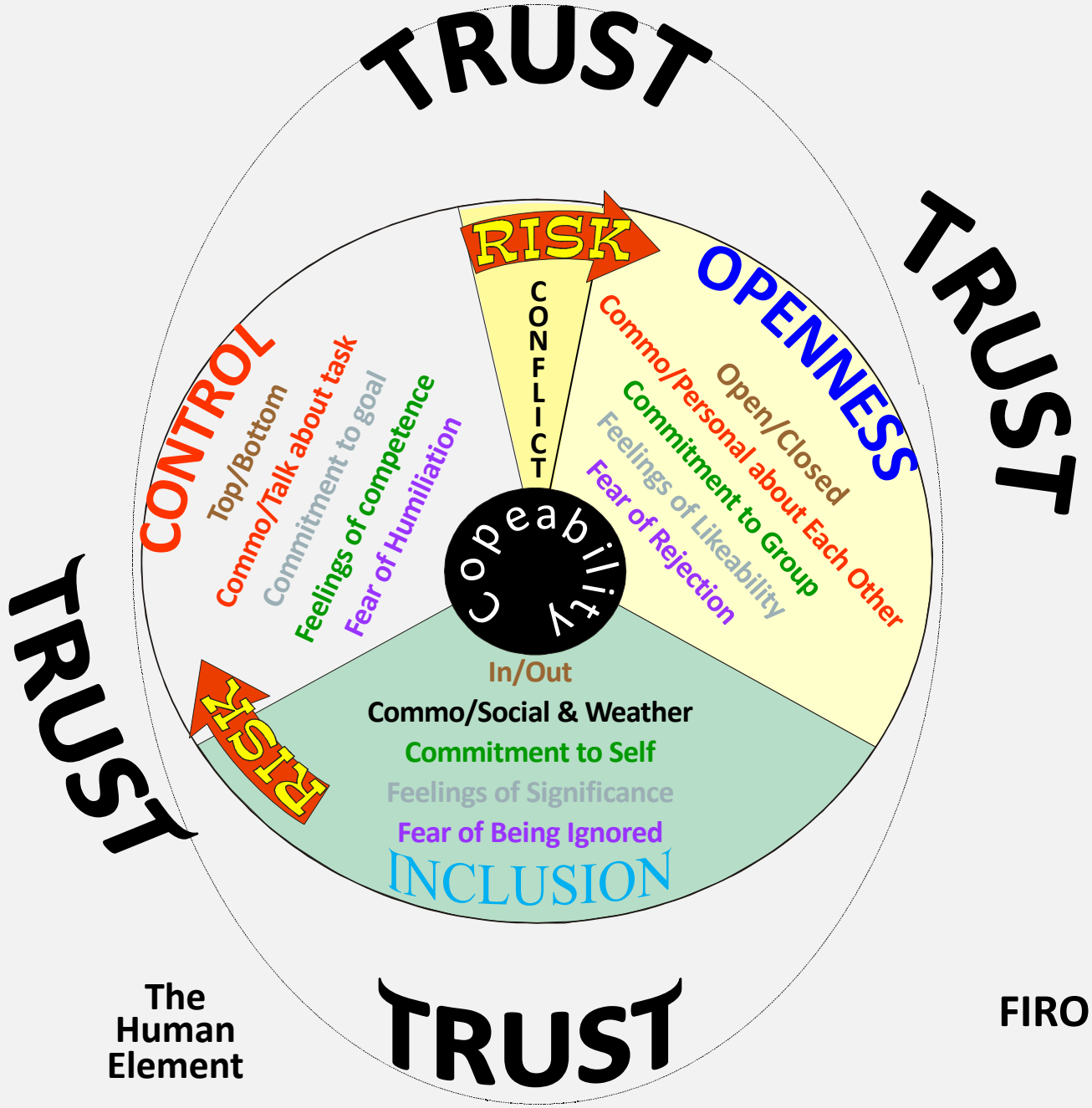
OPENNESS

Concerned with
“Open” / “Closed”

- Want to establish and maintain a satisfactory relationship with respect to love and openness.
- Related to becoming close.
- Characterized by overtures of friendship and strong differentiation between people.

OPENNESS

ISSUE	CHARACTERIZED BY:
To what extent do trust and am I trusted?	Easy give and take
Can I express and receive emotions?	Equitable distribution of warmth
Am I loyal to group members?	High level of self-disclosure
Are they loyal to me?	Open expression of Emotion
Is personal attraction Okay?	Social/personal space reduced
Will others be jealous?	Active listening
How will my/your/our disagreements affect our group cohesion?	Pairing / Jealously
How can we work together in harmony & get the job done?	Coordination and cooperation
How can we keep this level of group development?	Synergy Group-think“I feel comfortable”
	Forecasting the end of the group (closing out group activities)



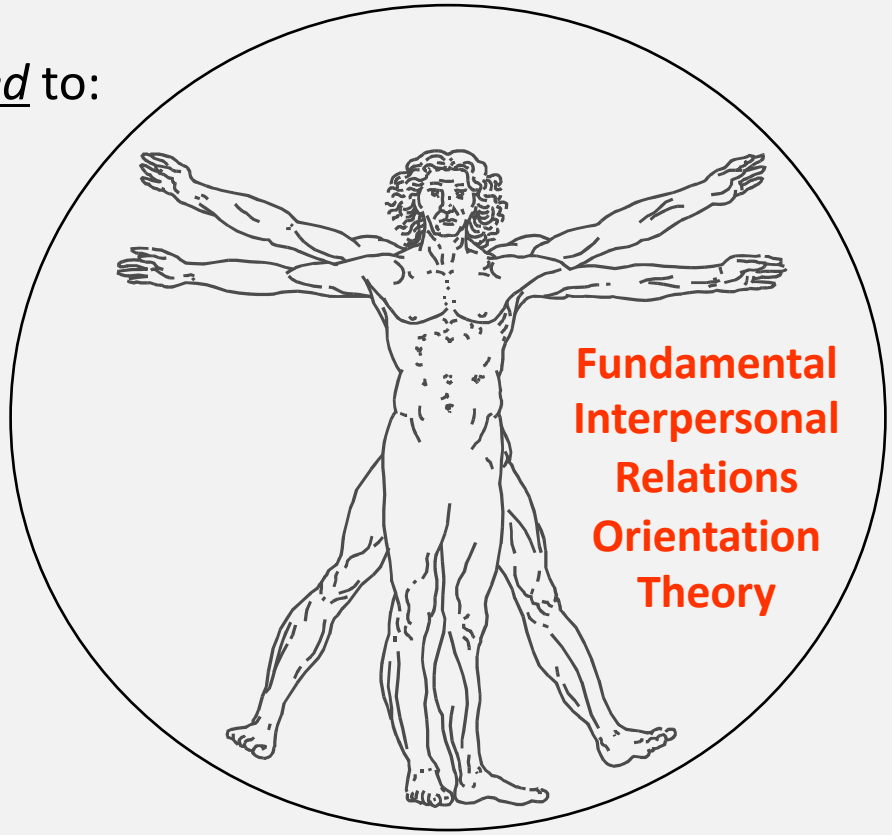
The Human Element

FIRO

What To Look For

- Primary *Concern* of Individual Group Members:
- Topics of *Communication*:
- What Individuals are *Committed* to:
- Primary *Feeling*:
- Basic *Fear*:

1. It is all about *ME*
2. Then it is about *ME and YOU*
3. Then it is about *US*



Ideal Proportions